



# Project SEARCH

## Community & Business Collaborating on Innovative Competitive Employment Training Model

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# Project SEARCH

- o training program for competitive employment
- o occurs in a business setting where total immersion results in the acquisition of marketable and competitive work skills
- o cornerstone: braided funding = sustainability
- o collaboration: business + community partners
- o focus: competitive employment outcome



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# Project SEARCH Model — CCHMC

- o 1997 — Cincinnati Children's Hospital Medical Center in collaboration with Great Oaks Institute of Technology and Career Development
- o Erin Riehle & Susie Rutkowski, co-founders

## Program Data

- o 206 sites
- o 30 in process
- o 39 states
- o England, Scotland, Australia, Canada




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## Industries Represented

- o local, state, and federal government
- o water & power
- o lottery
- o banking and insurance
- o universities
- o parks and districts
- o manufacturing
- o retirement communities
- o retail
- o distribution centers
- o law enforcement and courthouses
- o oil
- o casinos
- o healthcare: hospitals & nursing homes



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## Project SEARCH — Fidelity to the Model

- o collaboration between agencies
- o single point-of-entry
- o braided funding
- o business led
- o onsite support staff
- o emphasis on nontraditional jobs
- o existing jobs
- o **no** enclaves or workshops
- o prevailing wage
- o people with significant disabilities
- o unpaid training experiences



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## Project SEARCH — Fidelity to the Model

- o interns are **not** volunteers



vs. volunteer



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## Program Description

- 10-12 interns — variety of disabilities
- instructor or highly qualified job coach provides classroom instruction
- additional job coaches
- 3-4 internship rotations with continual feedback
- job development
- **goal** — employment outcome



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## Intern Eligibility Criteria (YA model)

- young adult (18-30 years)
- appropriate hygiene, social and communication skills
- ability to take direction
- access public transportation
- meet business clearance requirements
- **desire to work**



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## Daily Schedule

- classroom instruction (1 hr)
- rotation site (2.5 hrs)
- lunch
- rotation site (2.5 hrs)
- review, plan, journal

## Internships

- marketable skills
- 4-5 hours/day
- work & social skills
- integrated
- tasks – complex, systematic
- cascading skills
- primary purpose – to benefit student (not business)



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## Benefits to Students

- post-secondary training + internship experience
- opportunity to work in well-recognized, respected organization (résumé building)
- develop strength areas / portfolio of skills
- career exploration
- movement toward independence — transportation, daily living skills, social skills



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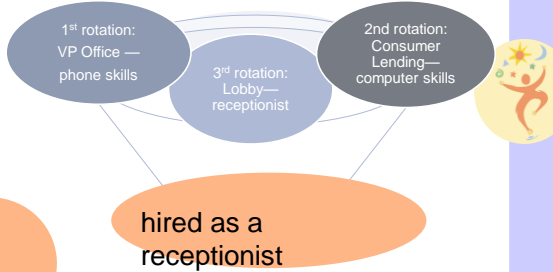
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## Path — Internship to Job (example)



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## Arizona Initiative

- collaborative partners
  - business: UPH Hospital
  - coordination: Sonoran UCEDD
  - education: Joint Technological Education District
  - CRP: Sage - Easter Seals Blake Foundation
  - state DD: Division of Developmental Disabilities
  - state VR: Rehabilitation Resources Administration/VR
  - other: TUSD's Community Transition Program
    - Linkages AZ
    - DIRECT Center for Independence, Inc.
    - TUSD
    - Jim Click Automotive Team
    - Raytheon Missile Systems



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## Site Development

- planning process
  - MOU
  - classroom /staff
  - curriculum development
  - internship development /marketing
- implementation
  - candidate recruitment/selection
  - pre-program requirements
  - orientation to the host business
  - internship selection



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## Collaborate with Businesses: Business Advisory Council

- BAC members
  - UA Health Care (UPH + UMC)
  - Oro Valley Hospital
  - Northwest Medical Center
  - Tucson Medical Center
  - Carondelet Health Network
- purpose
  - program guidance
  - employment referral network (graduates)
  - standardize job descriptions – transferability of skills
- expand to other industries



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## Project SEARCH at UPH Hospital

- Aug 2009: pilot
  - 6 young adults
  - 5 departments
- Jul/Aug 2010: two programs | 17 departments
  - young adult — 5 interns
  - high school transition — 12 interns
- Jul/Aug 2011: now in **3<sup>rd</sup> year!**
  - young adult — 7 interns
  - high school transition — 11 interns



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## Replication — Maricopa



**Project|SEARCH  
Maricopa**

- o collaborative partners
  - AHCCCS Employment & Disability
  - Arc of Arizona
  - Arizona Bridge to Independent Living
  - Department of Education, ESS
  - Governor's Office
  - Division of Developmental Disabilities
  - Rehabilitation Services Administration
  - Developmental Disabilities Planning Council
  - Deer Valley School District
  - Down Syndrome Network
  - Gompers Vocational Center
  - Linkages Arizona
  - Raising Special Kids
  - Safeway
  - Sonoran UCEDD
  - Southwest Autism Research & Resource Center
  - The Centers for Habilitation
  - Tolleson Union High School District
  - Western Maricopa Education Center

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## Site Development—Progress



**Project|SEARCH  
Maricopa**

- o tremendous partners!!
- o program type determined
- o supported employment provider selected
- o potential host businesses identified + outreach
- o systematic instruction training
- o site audit (UPH Hospital)
- o national conference

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## Next Steps



**Project|SEARCH  
Maricopa**

- o secure host business partnership (MOU)
- o classroom/staff
- o develop rotations
- o internal marketing
- o adapt curriculum
- o intern recruitment & selection
- o pre-program requirements
- o program roll-out



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## For More Information

### o websites

- <http://www.projectsearch.us/>
- <http://projectsearch.sonoranucedd.fc.m.arizona.edu>

### o link to UPH Project SEARCH video

- <http://projectsearch.sonoranucedd.fc.m.arizona.edu/uph-video>
- e-mail — list of other video links

### o contact

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